App. F IX—4

1961

File No. PWD 148

Previous References.

Public Works Department.
Services -

Serial Nos.

Later References.

THE MYSORE GOVERNMENT SECRETARIAT

For Note Book

'B'

Serial Nos.

Book
For under Secrecy

M Ramachandra
Superintendent
P. Vis

Part B for

SUBJECT

Implementation of the recommendation of the River valley projects Technical personnal committee.

WD 3B200—GPB—2,00,000—1-5-61

14-7-59
1-11-61

PWD 9.D

Serial No.

1) Submitted for perusal. As per the instructions of the Hon. a Minister, a draft to the Govt is put up for perusal and

2) Done
20/7

14/7/59

3) Despatched in No. P.W.D. 26 MGL 59
Dated 20th July 59
GS

Receipt letter no. 25(12) 56 - Adm I (Vol II) dt 29.10. from the Govt Minister for Irr and Power.

4) Forwarded a copy of this letter No. 25(12)/56 Adm I. dt 30-10-57 along with its enclosure the letter and its enclosures are for perusal. If approved they will be forwarded to the Secretary Standing Comm of Cbin his in a degree to place this matter before the committee and to forward their views thereon. Draft is also submitted for approval

CKR 29/1, (30) 11

5) Done & put up
30/1

6) Despatched in No. P.W.D 26 MGL 59
Dated 14/12/59
GS

File No. of 195 .

Mysore Government Secretariat

Serial No.

7) Letter comes. Dft Reply is as per orders at Para 5 and 6.

15/12 SST 15/12/59

8) Please speak to TJ

9) Remind to SJ

Ref para 8 above: A draft is put up in appy

Ltr 30/12 SST AD

11 — Done to SJ

Dispatched in No. P.W.D. 26 M&C

Dated 11/1/60

AS

Letter No. 304/SCCE dt. 20-6-1960 from the Secy. S.C of C.Es. Blore.

Comments of the Standing Committee of Chief Engineers, Blore may be sent to the Govt. of India, Ministry of Irrigation & Power.

Draft letter is put up for approval

IV

+P. 17/c

+P. 37/c.

28/12/60

A kind perusal of the letter No. 30-16-1957 from the Govt. of India at P. 25/c. ante and of the C.E's letter at P. 17/c. ante will show that this is a matter of general policy regarding the service conditions etc. of the Engineering Services and deserves to be dealt with by the Services Section.

13

14

SST 11/5/60.

Please see to TJ

Minuted to TJS

WD 04700—GPB—PZS—8,00,000—1958

implementation of the recommendations of the River Valley Projects Technical Personnel Committee

Mysore Government Secretariat | File No. | of 195 | [App. F. III 2

Serial No.	
15	The remarks of the Standing Committee of Chief Engineers on the recommendations of the River Valley projects – Technical personnel Committee are on pages 19 to 23 C.F. Some of them do not seem to be in accordance with the principles enunciated by Govt at the time of the recent Re-organisation of the P.W. Department. The remarks of the Standing Committee may please be examined from this point of view and put up for being forwarded to the Govt of India. G. J. Venkatachar U.S. (T). 12/60. Sri Hunigunda Swamy U.S. Section.
16	A statement indicating the Comments of the secretariat on the various recommendations of the River Valley projects – Technical Personnel Committee is put up at Page 39 C.F; which may be considered before giving a reply to Govt. Ref. para 15 above. 2675 26/5 29/5 US(T) US(T) 00 1/6
17	Please see letter at page 1 C.F. The Govt of India want to know its action

Serial No.

Calling for the various recommendations of the River Valley Projects Technical Committee. They do not have anything to say regarding the recommendations. Otherwise reply as per Page 89 ante may be sent for the purpose. Therefore the P.W. Services Section may be asked to prepare a comprehensive note in this behalf and issue necessary orders a copy of which being endorsed to the Govt. of India for information.

CKR

3/6/58) This is a case which deals with Services matters and it is not appropriate that the Services Section pursues the case.

(Illegible) 4/6/58 19) Please discuss Sd/- 4/6 discussed Sd/- 5/6.

20) The opinion of the Standing Committee of Chief Engineers on the several recommendations of the River Valley Projects Technical personnel Committee, Govt of India, is contained in pages 17 to 23 ante. Since the Govt of India desire to know

Mysore Government Secretariat

5898 M.9.

W26MGL59.

File No. of 195 .

[App. F. III 2

Serial No.

the action taken by the State Govt in respect of each of these recommendations, the file of the SC of CE may be addressed by a DO to place the matter again before the Committee to consider the action taken in respect of each recommendation.

CO 21/6.

21) Ref para 20 above. A draft D.O is put up

CRR 28/6 (M) 22) Issue 30/6.

Despatched In No. P.W.D 26 M.G.L.59

Dated 2.7.61

CR

23) A draft reminder is put up for appl

Hm 12/6 24) Issue 13/6

13/6/61

Despatched In No. P.W.D 26 M.G.L.59

Dated 12th June 61

CR

Letter No. 772/SCCE dated 26.6.6 from C.E. (Genl). (Secy. SC of C.Es.)

25) The P.W.D may be perused.

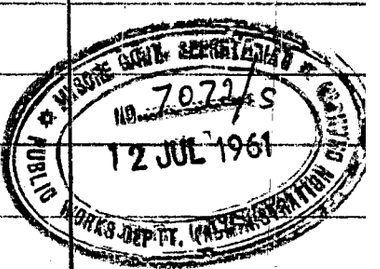
The C.E (G) of Mys. B'lore's letter No. SC2-S.C of C.Es SCCE dated 9.9.60 through which the rep is said to be furnished to this office is not readily traceable in this Br. If approved, a copy of that letter may be called for from S.C.C.Es (for taking further action. A draft is submitted

File No. 26 M G L of 1959.

Mysore Government Secretariat

Serial No.

2(i) The G.o.I letter at pages 15-23 C.F. and the comments of the Standing committee of C.E's at P 12-14 and 29 to 30 and page 35 C.F are for perusal with reference to para 20 above. As this is a purely service matter if necessary action on it has to be taken in the Services Section. Hence these papers may be referred to the Dy.S. B&D (Services) for further action.



10/7/61. Dy.S (Services)

11/7

27

a P.L.W

28. This has been dealt with in the M.D section from the beginning and transferred to Services for further action. Reference is invited to G.O.I. letter and the recommendations of the River Valley Projects Technical Personnel committee at pages 15-23 C.F. Comments of the standing committee of C.E's are contained at P. 28-30 C.F & 35 C.F. Comments of Audit may please be seen at P. 25-26 C.F. Items 43, 44, 46, 47, 59 & 65 are

Serial No.

all matters involving policy & Govt wh
the Govt may have to differ with th
views of the S.C. & Chief Engineers
~~them~~ 19-A requires the views of Educ
Dept. Views of the S.C. in regard
Other items may perhaps be agree
to. Reply to Govt of India may
contain only views of the State Govt
as to the acceptance or otherwise of the
recommendations, in principle.

Submitted
Dy
5/8 DW 7/8

29 A tabular Statement may be prepared
giving the recommendations of the Rein Valley
Project Technical Personnel Committee, the view
the Standing Committee of Chief Engrs, the
remarks of the P&D Secretariat heavy Elec
for final orders to be passed by Govt and
got typed & put up with indents. This will help
the case being examined thoroughly by Finance
Secretariat reply being issued to the G.O.I without
undue delay with reference their letter No 25(12
56-IDW I dated 30-10-1957 (Page 15 C).

30 This should be attended to on top-priority basis
as it has already been delayed and put up to
D.C for orders & indents.

11/8/61
Asst Secy

A tabular statement as indicated in para 29 is put up and may be referred to typing pool for getting a typed copy as indicated in para 29 ante

Pkg 9/9

11/9 A typed Tabular statement is put up - Refer to para 29 ante

The conclusions & recommendations of the River Valley Projects Technical Personnel Committee may be seen at p 15/c. A statement showing the conclusions & recommendations of the Committee, the views of the Standing Committee of C.E.s and the lines on which Reply may be sent to Q. 171 is put up at Flag K. If approved a Reply may be sent to the Q. 171 on the lines indicated in column 4 of the statement at Flag K.

16-9-61
U.S.(Plg)

V.K. Prabhakaran
18/9

20/9

Mysore Government Secretariat

[App. F. II] 2

7072/S File No. PWD 148 SCO 61 of 196

	Serial No.	
7072/S	36	Please move NB 23/9/61 U.S(S) PW&E Sir/Sy
	37	Draft reply to the G.O.I. is put up. Pm 26/9 Sm 27/9 Issue of Approval. N.K. Pitchumani DS(S)
		Under Sec(Secy) PW&E [S] Y Ramachandra 30/10/61

'B'
1.11.61
Sm

SECRETARIAT
No. 1643
29 SEP 1961
GOVERNMENT OF MYSORE

File/Dy.No.PWD 26 MGL 59 Sus A No. 6

Date of issue 20.9.59 MGL/59

Subject in brief: Implementations of the representati of the River Valley Projects - Technical personnel Committee

ORDER	REMINDERS ISSUED	
	No.	Date

Draft put up for appr.

Despatched in No. P.W.D. 26 MGL 59

Dated 28/9/59

Draft

It is seen
that Sri. Narain
has received the
pp. 91 Verify
from the diary
(Sheet) it has
been directed, and
if so, to whom
has it given

NCL
26/5/59

Received from
diary - on
26/5/59.

No.25/12/56-Adm.I.
GOVERNMENT OF INDIA
MINISTRY OF IRRIGATION AND POWER.

From

Shri P.K. Sarkar,
Under Secretary to the Government of India

All State Governments excluding West Bengal and Bihar (Irrigation/Power/PWD as the case may be) and Himachal Pradesh Administration.

New Delhi, the 14th January, 1959.

Subject:-Implementation of the recommendations of the River Valley Projects Technical Personnel Committee.

Sir,

I am directed to refer to this Ministry's letter No. 25(12)/56-Adm.I. dated the 30th October, 1957, forwarding the recommendations of the River Valley Projects Technical Personnel Committee together with the comments of the Ministry thereon. The Government of Andhra Pradesh etc., were requested to let us know the action taken by them onthe various recommendations of the Committee. Nothing has so far been heard from the State Government.

I am accordingly to request that actiontaken by the Government of Andhra etc. on the various recommendations enumerated in the statement forwarded with this Ministry's letter referred to above may kindly be communicated to this Ministry at an early date

Yours faithfully,

(P.K. Sarkar)
Under Secretary to the Government of India.

Copy forwarded to the Ministries of Education and the Scientific Research and Cultural Affairs with the request that the action taken on the various recommendations with which they are concerned may be communicated to this Ministry at an early date.

(P.K. Sarkar)
UnderSecretary to the Government of India.

PH & Secy may kindly
note to which Section the
reference quoted has been allo
MCP
11/1/59

Returned. The mans
MR bearing NO PWD 14)ERi
has been transferred to service
Section on 2/1/58. This may
be referred to Trans Section
for his service
SS
22/2/59

Supdr.
Services Secn) MCP

Law sec. 41
m24/2

Sr RH
22/2

The file referred above has been
returned by M. I. Secn on 11.1.59.
with diary No 42/S.

Supt
M. I. Secn) 26.

MYSORE GOVT. PUBLIC WORKS DEPTT. (ADMINISTRATION BRANCH)
NO. 2093/S
26 FEB

This may be marked to Se
Section to verify from their
Book its hearing been-acknow
in M.I. Section. The receipt is to
to be traced in M.I.S. Diary

Supdr.
Services Secn) MCP
27/2

Under 1.3.59 Pm
m28/2/59.

Diarist.
P1: verify delivery book
The receipt is acknowledged
by Examination

The delivery book sent
from C.A.B. is sent for reference
to the M.I. Section may be ple

Supt
M.I. Secn) 28/2

Received from
diarist on
9/3/59

This has been marked to this Section wrongly. As the previous reference quoted by them, was again transferred to that Section on 11-1-58. Under this Section diary No. 42/8. and acknowledged by them. This may again, kindly be marked to that Section.

30/6.

Supdt
Major
Sachivalaya
Section

MYSORE GOVT. SECRETARIAT
No. 1466/6
8 JUL 1959
DEPUTY SECRETARY TO GOVT. (ADMINISTRATION)

re WBB

The despatch book

which acknowledgement of this section is said to have been given may kindly be made available

1.3.1789 Supdt

Have telephoned to ACC Dorset
re. ACC(A) to make the booking
if available in ACC's office.
In the meanwhile, collect a
copy of the original letter from the
Secretary of State and pass it

No.25/12/56-Adm.I
Government of India
Ministry of Irrigation and Power
....

Shri J.P. Vaish,
Under Secretary to the Govt. of India.

All State Governments
(Irrigation/Power/P.W.D as the case may be)
excluding West Bengal, Bihar, Madras,
Kerala, Tripura, Manipur & Delhi Administration.

New Delhi, the 10th June, 1959.

Subject:- Implementation of the recommendations of the River Valley Projects Technical Personnel Committee.

Sir,

I am directed to refer to this Ministry's letter No.25(12)/56,Adm.I, dated the 30th, October, 1957, and reminder of even number dated the 10th January, 1959 on the subject cited above, and to request that action taken by the Government of Andhra etc. on the various recommendations enumerated in the statement forwarded with this Ministry's letter of even number dated the 30th December, 1957 referred to above may kindly be communicated to this Ministry at an early date.

Yours faithfully,

(J P Vaish)
Under Secretary to the Government of India.

Copy forwarded to the Ministry of Scientific Resear and Cultural Affairs, New Delhi, with reference to endorsement on this Ministry's letter of even number dated the 10th January, 1959, with the request that the action taken on the various recommendations with which they are concerned may be communicated to this Ministry at an early date.

(J.P. Vaish)
Under Secretary to the Government of India.

'B'.9.6.59.

This , Secretariat Section.

Supdt.
Secretariat Section

The previous reference bearing No PWD 147 ERS 59 have been transferred to ... Section on ...

M. G. S. App. F. G. 3]

MYSORE GOVERNMENT

SECRETARIAT.

(Continuation sheet draft form).

No:- PWD 26 MRL 59

Sub:- Implementation of the recommendations of the River Valley Projects Technical Personnel Committee

To,

The U.S. to the G.O.I.,
Ministry of I & S,
New Delhi.

Sir,

With reference to your letter No 25-1+2-1/58 Adm-I dt 10/6/59 on the above subject, I am directed to request you kindly to forward a copy of your ~~Memorandum~~ letters No 25 (12) 1/56, Adm-I dt 30/10/57 and No 25 (12) 1/58 Adm-I dt 30/12/57 (together with a copy of the Statement enclosed

Despatched in No. P.W.D. .....
Dated..... 20/7/59
GK

WD 01788—GPB—PZS—100,000—20-2-58

Insert), so as to enable

this Court to take further

action in the matter.

Sd/-

Addl. Sessions Judge

Mysuru

14/7/15

Mysore Government Secretariat

File No. of 195 .

[App. F. III 2

Serial No.

Sub - Implementation of the ~~recommendations~~ ~~representations~~ of the River Valley Projects - Techl Personnel Committee.

To

The ~~H.S.~~ Under Secretary to the Govt of India, Ministry of Irrigation and Po New Delhi.

Sir,

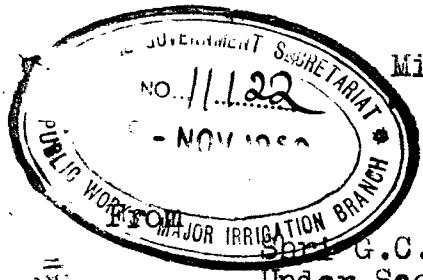
I am directed to invite reference to the ~~communication~~ correspondence resting with this Govt. letter of even No. dt. 20.7.59 on the above subject and to request you kindly to furnish the materi called for therein at your earl convenience.

Yr. F.

Despatched in No. P.W.D. ..... Dated 28.9.59

for Secy to Govt.,

Note.—Contn. Sheet



No. 25(12)/56-Adm. I (Vol. II)
Government of India
Ministry of Irrigation and Power
.....

New Delhi, the 27th October, 1959.

From

Shri G.C. Mitroo,
Under Secretary to the Government of India.

To

The Secretary to the Government of Mysore,
Public Works Department,
Bangalore.

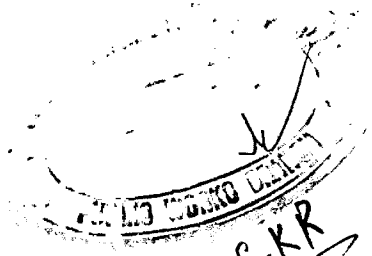
Subject: Implementation of the recommendations of the River Valley Projects Technical Personnel Committee.
.....

Sir,

I am directed to refer to your letter No. PWD-26 MG 259, dated the 20th July, 1959, on the subject mentioned above and to forward herewith a copy of this Ministry's letter No.25(12)/56-Adm.I, dated the 30th October, 1957 (with enclosure), as desired. No letter bearing this number dated the 30th December, 1957, appears to have been issued by this Ministry.

Yours faithfully,

(G.C. Mitroo)
Under Secretary to the Government of India



CKR

M. G. S. App. F. G. 3]

MYSORE GOVERNMENT

SECRETARIAT.

(*Continuation sheet draft form*).

Encls: 6 sheets

Please type pages 11—23 of as encls

Despatched in No. P.W.D
Dated 14/11/57

Implementation of the recommendations of the River valley Projects Technical Personnel Committee

PWD 26 MIA 57

To,

The Secretary,
Standing Committee of Chief Engineers
Bangalore

Sir,

I am directed to forward herewith ~~a copy of~~ the Govt of India, Ministry of Irrigation and Power Ltr No 25(12)/56-Ad I. dt 30-10-57 along with ~~copies of~~ its enclosures, and to request you kindly to place this before the Committee in original

of Chief Engineers
for their views thereon.
Views of this Committee
may please be
communicated at
a very early date and the enclosed letter of the Govt.
of India together with its enclosures may be returned positively along
with your reply.

CKL
29/11

pwd 26 MCL 59

M. G. S. App. F.

MYSORE GOVERNMENT

SECRETARIAT.

(Continuation sheet draft form).

Implementation of the Recommendations of the River Valley Projects Technical Personnel Committee

20,

The Secretary
Standing Committee of Chief Engineers
Bangalore

Sir,

Ref: this office letter of even no. dt 14-12-59

xxx

I am directed to invite your reference to the communication cited and to request you to intimate the action taken thereon urgently.

Yours faithfully,

30/12

Office of the Chief Engineer,
Irrigation & Public Health,
BANGALORE.

No. 304 /SCCE

Dated 20th April 1960.

Govt. of India's Circular
Annexure —

To

The Secretary to Government of Mysore,
Public Works Department,
B A N G A L O R E.

Sir,

Re:- Implementation of the recommendation of the River Valley projects Technical personnal Committee:

Ref:- Your No.PWD 26 MGL 59 dated 14-12-1959:

With reference to the above, I am herewith returning Government of India, Ministry of Irrigation & Power's letter No.25(12) 56 - Adm - 1 dated 30-10-57 and to state that in 26th meeting of Standing Committee of Chief Engineers held on 14-3-1960. it is resolved as follows:

"While agreeing with the comments in general, views of the Committee on some of the main items of recommendations are noted in the Annexure".

I enclose a copy of the Annexure for favour of information.

Yours faithfully,

(H.S.NARAYANA SETTY),
SECRETARY,
STANDING COMMITTEE OF CHIEF ENGINEERS,

In the individual States or on an inter-state basis or even by the Central Government.

Separate cadres of irrigation Engineers and Power Engineers which exist in most of the major States should be instituted in all the remaining States. There should be specialisation within the respective cadres also.

Separate cadres for irrigation and Highways are recommended.

The basic features of Public Works Department Organisation viz., territorial charges should now be restricted purely to maintenance and operation of works and all planning and construction of major works should be organised on a functional or specialist basis. Functional basis for planning and construction can only be feasible with the creation of specialist cadres and sub-cadres.

Agreed.

8. Every State should have a Research Station of its own.

Agreed.

8. Specialist officers and Research Officers should be paid adequate allowances and the benefit of the "next-below-rule" should be allowed in their case.

Agreed.

~~40. Specialist officers and Research Officers should be paid adequate allowances and the benefit of the~~

40. The limits of authority and responsibility of every officer should be clearly defined and there should be no interference within those limits.

Agreed.

Until recently Chief Engineers also functioned as Secretaries to Govt. in most of the old provinces and States; but since 1949 the general policy of State Govts. Governments has been to separate the duties of the two posts and to appoint a member of the Civil or Administrative Service as Secretary.

Agreed.

The magnitude and the complexity of modern engineering projects is such that it is impossible for a more administrator even to grasp all the implications or understand their true significance and this fact has been recognised by the Prime Minister himself.

Agreed

The best arrangement would be to make the Chief Engineers, Secretaries to Govt. but where the technical works load is too heavy the Secretary may be another senior though

Agreed

The correct relationship between the Secretariat and the Head of the Department viz., the Chief Engineer should be clearly understood and enforced as mentioned in the Corvala Report.

Agreed.

45. The friction between engineers and administrators, specially officers of the Revenue Department, at District and Divisional levels, must be eliminated by a clear recognition by the administrators that co-ordination does not mean- subordination.

Agreed

46. The Engineer is required to fill a crucial role in the Five Year Plans of the Country, and his importance must be recognised by affording him the same pay-scales service conditions and other status as are enjoyed by the member of the I.A.S.

Agreed

47. The present administrative and technical powers exercised by Officers should be substantially enhanced. The posting of all staff should be the responsibility of the Departmental Head whose advice the Ministry should always accept in very special circumstances.

Agreed

Either the age of Superannuation should be raised as a general measure for all by a suitable margin or re-employment made absolutely exceptional

In view of the acute shortage of experienced technical personnel, the age of superannuation should be raised to 58 years.

Every State Government should establish a proper statistical section for collecting and analysing statistical data relating to irrigation and power projects.

This is quite necessary and has to be set up.

Government should boldly announce a new charter for Engineers under which they should be appointed to secretariat posts in Govt. administration, including that of Secretary to Government, managerial posts in Public Corporations, Chairmanship of Govt Trusts, Improvements Trusts etc., in short all those posts which can with advantage be held by persons with a technical background. In other words, engineers should be free to aspire to fill the highest posts in the Country's service and not be restricted, as at present, to their own strictly professional fields for permanent in Office.

Recommended for consideration of Government.

Sd.(H.S.Narayana Setty),
Secretary, S.C. of Chief Engineers

(C O P Y)

H S Narayana Setty

SECRETARY, S.C. of C.Es.

No.25(12)/56-Adm.I
Government of India
Ministry of Irrigation and Power
...

From

Shri G.D. Kshetrapal, IAS,
Deputy Secretary to the Government of India.

To

All State Governments (Irrigation/P.W.D. as the case may be), and Delhi,
Himachal Pradesh, Manipur and Tripura Administration

New Delhi the 30th October, 1

Subject:- Implementation of the recommendations of the River Valley Projects Technical Personnel Committee.

.....

Sir,

I am directed to say that a Committee to report on t requirements of technical personnel of various categories ne for the efficient and expenditous completion of River Valley Projects now under execution and to be executed during the n 15 years was set up vide this Ministry's letter No.24(14)/54 dated the 10th July, 1954. The Committee submitted its repo in the month of November, 1956. The recommendations of the Committee were considered in consultation with the Central Water and Power Commission. The comment of this Ministry on the various recommendations are contained in the enclosed statement.

I am to request that action on the various recommend enumerated in the statement taken by the Government of Andhr etc. may be communicated to this Ministry in due course.

Ten copies of the report are forwarded herewith.

Yours faithfully,
Sd/-
(G.D. Kshetrapal)
Deputy Secretary to the Government of I

Copy with a copy of the Report and the statement containing the recommendations and comments of this Ministry forwarded

1. All Ministries of the Government of India. The Cabinet Secretariat; the Prime Minister's Sectt., the Partition Se the Secretary to the President; the Lok Sabha Sectt., the Ra Sabha Sectt., the Election Commission of India; the Departmn of Atomic Energy; Department of Parliamentary Affairs; Vice Predisent's Sectt., the O & M Division.

2. The Planning Commission, New Delhi;

3. The Central Water and Power Commission (Water Wing), New Delhi with the request that their comments on the recommendation No.39 may be sent to this Ministry in due course. (Ten copies).

4. The Central Water & Power Commission, Power Wing, Simla. (Ten copies)

5. All Sections of the Ministry.

Sd/-
(G.D. Kshetrapal)
Deputy Secretary to the Government of In

S.No.	Conclusions and recommendations.	Comments
1.	2.	3.
1.	In the vast majority of cases, the country's demands could be more conveniently and economically met by a large number of medium sized projects than a small number of gigantic size. (11)	The position has already been accepted.
2.	Mobility of the various categories of personnel required for river valley projects excepting the graduate engineers is generally speaking limited. (25 to 27).	(2) Noted.
3.	In assessing the demands for technical personnel, the following assumptions have been made:-	
	(a) The personnel employed were upto requirements at the time of collection of data.	a) Noted.
	(b) Employment pattern will remain substantially the same in futur projects.	b) Noted.
	(c) The expenditure on Irrigation & Power project will be of the order of Rs.1300 crores in the Third Plan and Rs.1650 crores in the Fourth Plan.(31 and 32)	c) Overall assessment has already been made by th Engineering Personnel Committee.
4.	The high demand in 1956-57 cannot met through the normal methods of training. Special short-term measu must, therefore, be resorted to as follows:-	
	(i) a judicious promotion from lower ranks.	4) (i), (ii), (iv), (v) State Governments may consider these recommend tions in so far as they are concerned (iii). We are already following this policy in practice, subject to strict select on the basis of efficier and continued usefulness No rigid rule need be l down in this behalf.
	(ii) a more balanced utilisation of available talent.	
	(iii) retention of persons for suitable periods beyond the age of superannuation.	
	(iv) temporary overloading of the existing staff where this is not already being practised.	
	(v) organisation of functional training at the supervisory level. (35 to 42).	
	It is undesirable and wateful for graduates to hold overseers' posts except possibly in very rare cases and for a brief period at the commencement of their careers.	5) This recommendation is brought to the notice of the State Governments for consideration.
	To meet partially the large demand on overseers short term functional training should be organised for (Technical Assistants". (49)	(6) This has already been brought to the notice the State Governments while implementing the recommendations of Engineering Personnel Committee, vide letter No.25/7/56-Adm.I dated 14.9.57.

7. It will be necessary to turn out about 2200 Technical Assistants (Civil) and 550 Technical Assistants (Electrical) and Mechanical) per year for the two years 1957-58 and 1958-59. (50).

(7) As the training shall have to be arranged by the State Governments themselves, they may assess their own requirements vide recommendation No. 6.

8. The new category of Technical Assistants may be continued on a permanent basis in partial replacement of diploma holders if the experience justifies it (51)

9. Technical Assistants should be trained at the rate of 400 Civil and 250 Mechanical and Electrical per year during the years 1959-60 and 1960-61. During the Third Five Year Plan period (1961-66), 400 Civils and 250 Mechanical and Electricals per year would require to be trained. (55).

(8)&(9). State Governments may consider these recommendations.

10. Training facilities for Mechanical and Electrical Assistants must be widespread. Training Centres should be set up at the project headquarters or near the sites of works. (57).

(10) State Governments may consider this item in conjunction with recommendation No. 6, 7&9.

11. Operators for various types of machinery should be trained by arrangements with the suppliers of such machinery. (61).

12. Completion of the broad based courses covering fundamentals of engineering sciences provides only a satisfactory starting point for subsequent specialisation. (63).

13. Much time is devoted in colleges to the teaching of professional details, which can be picked up after graduation. (66).

(13) The teaching personnel may be given facilities for going to projects and staying there for a month or two to bring them upto-date regarding the practical side of engineering. They should then confine their attention to restrict the teaching to the fundamentals which enable the students to gain the professional knowledge.

14. The uniform duration of 4 years courses for engineering degree recommended by the Joint Committee of All India Council for Technical Education and the Inter-University Board should be adopted. (67).

15. For post graduate degrees, the courses should aim at depth rather than length. (68).

to (16). Min. of Education and State Governments may consider these recommendations.

Government should offer financial assistance to enable the colleges to provide adequate accommodation and equipment and staff.	
To raise the standard of technical education, Government should loan the services of experienced officers to serve as teachers in engineering colleges, and particularly in the fields of Irrigation and Power engineerings, where experience is almost exclusively restricted to Government Engineers.(69).	(17) The engineering Personnel Committee has also made a similar recommendation concerning the loan of experienced officers to various teaching institution whenever requests are received. We are already following the policy of liberally deputing officers of the CWPC to deliver lectures on such requests. State Government may also consider the recommendation in so far as they are concerned.
Private colleges employ as few men on their staff as they can possibly get away with. Government should insist that no technical institution will qualify for grant-in-aid unless it maintains a certain minimum ratio of teachers to the taught (74).	(18) & (19) Education Ministry may consider these recommendations.
A professor in an engineering college should draw the same salary as a Superintending Engineer; a Lecturer the same as an Executive Engineer; and the Assistant Lecurer the same as an Assistant Engineer and should draw a special pay of Rs.150/- p.m. in addition. The Principal should draw a special pay of Rs.250/- p.m. in addition. (75).	
Specialised academic training in irrigation and power engineering for under-graduates is not feasible and in fact undesirable. (76 to 78).	(20) Noted.
More time and attention should be devoted to the study of Social Science, Industrial Psychology and Labour Relations etc., in the under-graduate engineering courses.(79).	(21 & 22) Ministry of Education may consider these recommendations.
Even though assessment of requirements calls for expansion of training facilities, quality of teaching must not be allowed to suffer on that account. (80).	
Recruitment to gazetted State Services should be on the basis of competitive examinations	(23 & 24). State Governments may consider these

1.	2.	3.
24.	The two cadres for irrigation and roads and building should be separated and there must be specialisation and research within the cadres. (83)	
25.	An All-India Service of Irrigation and Power Engineers should be created. This service should enjoy the same status, pay scales and conditions of service as other All-India Services. This will ensure continuity of policy and will enable its members to exhibit greater independence of Technical opinion. (84 to 86).	(25) The matter regarding formation of All India Service of Irrigation & Power Engineers is under consideration in this Ministry.
26.	An engineer's training is not completed when he leaves the portals of his college. He must acquire practical and drawing office experience for at least two or three years before he can be entrusted with responsible work (87).	(26 to 28). State Government may consider the recommendations.
27.	The recruit should be trained by officers who are truly interested and sympathetic and can offer counsel and guidance not only in professional matters but also in departmental etiquette, public relations etc. A course of about two months duration in accounts and procedure should be organised at regular intervals and officers of all grades, and even sub-ordinates should be required to take this course. (87,88).	
28.	Officers should be encouraged to take post-graduate courses and to specialise in particular fields. (89).	
29.	All engineers should be required to take refresher courses at periodical intervals, say every 5 or 7 years and these courses could be organised either in the individual States or on an inter statebasis or even by the Centra Government. (89 & 90).	This recommendation is brought to the notice of the State Governments. It is suggested that officers may be deputed to attend the Refresher Courses arranged by the Roorkee University. This was favourably considered by the Co-ordination Board of Ministers at its meeting held in Delhi recently.
	Officers should have the benefit of both the theoretical and practical knowledge in and through selected Universities in Europe and America. For this purpose, special scholarship should be offered and the study leave rules liberalised. (92).	(30) Foreign training is being arranged under the Technical Assistance programmes.

Visits to important works at home and abroad should be permitted freely and the expense borne in whole or in part by the State depending on the merits of the individual cases. (93).

(31). This is being done so far the Central Governm are concerned. The recommendation may be considered by the State Governments.

Seminar and conferences should be held once in two years and attended by only selected persons the subjects discussed being strictly limited. (95 to 96).

(32) Irrigation and Power Seminars are being held at intervals of one to two years at work-sites

A staff college should be established for the study of socio-economic, administrative and practical aspects of planning and execution of big projects. (97to 99).

(33) Ministry of Education may consider this recommendation.

Separate cadres of Irrigation Engineers and Power Engineers which exist in most of the majo States should be instituted in all the remaining States. There should be specialisation within the respective cadres also. (101 and 102).

(34). No separate cadres of Irrigation and Power Engineers exist in Bombay. That State may consider the recommenda tion.

The Public Works Department structure, fashioned as it was in the latter half of the 19th Century is incapable of meetin the needs of today. (103).

(35) No comments.

The basic features of Public Works Department Organisation viz. territorial charges should now be restricted purely to maintenance and operation of works and all planning and construction of major works should be organised on a functional or specialist bas Functional basis for plannin and construction can only be feasible with the creation o specialist cadres and sub-ca (103).

(36) This is under considera tion of this Ministry. The State Governments may also consider.

Every State should have a Re Station of its own. '104).

'37)State Governments may consider this recommenda

Specialist officers and Rese Officers should be paid adequ allowances and the benefit of 'next-below-rule' should be a in their case. (104).

38)State Governments may take such action as they deem fit.

The Hydro-dynamical Research Station at Khadakvasla shoul consitituted into a National Laboratory on a par with the national laboratories in the country; it should confine i to purely Hydro-dynamical problems. Other work should be carried out only in an ancillary capacity. (105).

39) Under consideration of the Ministry.

1.	2.	3.
48.	The Committee's assessment of technical personnel requirements for river valley projects is based on the assumption that it is possible to equate surpluses in any one area with deficits in other areas, after allowing for certain transference losses due to the immobility in varying degrees of various categories of technical personnel and that there is a phased and continuous movement of various men of technical talent and experience from project to project as required. (128).	
49.	Our first need is therefore to build up planning and construction organisation for river valley projects on a comprehensive and rational basis.(128)	
50.	Zonal Developmental Organisations each covering one or more complete river basins as far as possible are the best solutions in the existing circumstances. (129 to 138)	(50 to 52). In view of the fact that Zonal Council have recently been form by the Govt. of India, separate Zonal Developm Organisations are not necessary. The River Boards Act has also bee passed and disputes and schemes for development can be prepared unde this Act.
51.	A central Organisation to coordinate the work of the Zonal Authorities would be necessary and the Central Water and Power Commission could fill this role (139) to(142).	
52.	As the idea of Zonal Development Authorities develops the Central Water and Power Commission should progressively restrict its activity to that of a "Brain Trust" for the country. (143).	
53.	The Central Board of Irrigation should act as a high power consultative body which could not only review irrigation development in the country but also discuss the irrigation and Power policies of Government(144).	(53) Noted.
54.	Engineering training, particularly at postgraduate levels should be re-organised and improved and research work extended and encouraged : every way so that Indian Engineers should possess required talent to carr the country's ambitous programme of development.	(54) The Education Ministry may consider.

55. The Committee do not see any objections in seeking assistance of foreign consultants occasionally, especially in regard to particularly difficult and complex details of Planning and Construction. (148)(1).

5 to 57) These recommendations are being followed.

56. Till such time as we do not produce heavy electrical and mechanical plant and equipment in this country and equipment is imported, the advice of foreign consultants in regard to its use may be necessary. (148)(2).

57. There should be no need in future to recruit foreign executives or technicians for actual employment in this country.(148(3).

58. Foreign consultants should engaged through some international organisation, or through the agency of the Government of the country to which the consultant belong. (149)

(58) This may be considered by the State Governmen

59. Either the age of superannuation should be raised as a general measure for all by a suitable margin or re-employment made absolutely exceptional. (152).

59) The matter regarding t age of superannuation was considered by the Govt. of India. It was decided that the age o retirement for officer other than ICS should constinue to be 55. Re-employment in servi beyond 55 is being resorted subject to strict selection on th basis of efficiency an continued usefulness.

60. Retired engineers of proven ability should be invited to join panels which could be consulted whenever problems of which they have had personal experience arise (153).

(60). Under consideration of the Ministry. The Stat Govts. may also consid the desirability of having panels of consultants.

(61) Proposal regarding the opening of statistical unit in the Ministry i under consideration. This recommendation ma also be considered by the State Governments.

1.	2.	3.
62.	Released army personnel may be employed as instructors in training centres in the use and maintenance of heavy earth moving machinery. (155).	(62) There is no objection to recruiting retired army personnel as Instructors in the use and maintenance of heavy earth moving machinery for our training centres, if suitable perso are available.
63.	A cadre of surveyor of works may be created with a view to enabling engineering officers to concentrate as far as possible exclusively on technical matters. (156).	(63 to 64) The State Government may consider these recommendations.
64.	An independent agency should be set up at large projects for ensuring that specifications are complied with, particularly on works that are executed departmentally (157).	
65.	Government should boldly annouce a new charter for engineers under which they should be appointed to secretariat posts in Government administration, including that of Secretary to Government, managerial posts in public corporations, chairmanship of Port Trusts, Improvement Trusts etc., in short all those posts which can, with advantage be held by persons with a technical background. In other words engineers should be free to aspire to fill the highest posts in the country's service and not be restricted, as at present, to their own strictly professional fields for preferment in office. (158 & 159).	(65). Appointments are made on merit taking into conside tion all relevant factors

Foot Note:- Figures in brackets at the end of each recommendation indicate paragraphs of the report.

M. G. S. App. F. G. 3]

MYSORE GOVERNMENT

SECRETARIAT.

(Continuation sheet draft form).

No. PWD-26-MGL-59

To

The Dy. Secy,
Govt of India,
Ministry of I & P, New Delhi

Sir,

Sub:- Implementation of the Recommendations of the River Valley Projects Technical Perusal Committee.

With Reference to your letter No 25/12/56-Adm-I dt 10.6.1959 on the above subject I am directed to forward herewith a copy of ~~Comments of the~~ letter No 304/SCCE-dt 20-4-1960 from the Secy, Standing Committee of Chief Engineers, Bangalore in which ~~Comments in general~~ views of the Standing Committee on some of the main items of Recommendations are noted on the Annexure.

Y.f.

Us P.W.D.

No.	Conclusions & Recommendations.	Comments of Secretariat.
5	As on page 19 c.f	May be accepted
19.A.	do -	(C.A.R) May be accepted designations may be changed.
23.	do -	The P&O. Re-organisation committee recommended that recruitment to the gazetted cadre should be in the ratio of 1:3 (one by direct recruitment and three by promotion)
24.	do -	The P&O Reorganisation committe appears to have not touched this issue.
25.	do -	
28.	- do -	May be accepted
29.	do -	
34.	Page 31. c.f.	May be accepted.
36.	do -	May be accepted
37.	— do	May be accepted
38.	- do —	May be accepted

P.T.O -

(8)

Sl.No.	Conclusions / Recommendations	Comments of the Government
39.	ide para	may be accepte
40.		
41.	~~~	Maybe accep
42.	~~~	Maybe agre
43	~~~	May not be accepted
44	~~~ para 23	Maybe agreed
45	~~~	May be accept
46	~~~	May not be accepted
47	~~~	Maybe accept
59	~~~	maybe accepte
61.	~~~	May be accepte
65.		May not be acce

Under Secy
to Govt:
24/5

MYSORE GOVERNMENT
TAPPAL SECTION
20 APR 1960
PUBLIC WORKS DEPARTMENT

Office of the Chief Engineer,
Irrigation & Public Health,
BANGALORE

No. 299 /SCCE Dated 20th April 1960

one Annexure.

To

The Secretary to Government of Mysore,
Public Works Department,
B A N G A L O R E.

Sir,

Subject: Proceedings of the XXVI meeting of Standi
Committee of Chief Engineers held on 14-

In continuation of this office No.D.O.285/SCCE dated 14-4-1960, I enclose herewith the Annexure pertaining to the Question No.1(a) of the deferred subjects (Implementation of the recommendations of the River Valley Projects - Technical perusal Committee) of the above proceedings for information.

Yours faithfully,

(H.S.NARAYANA SETTY),
SECRETARY,
STANDING COMMITTEE OF CHIEF ENGINEERS,
BANGALORE.

Rs.20/4/60:

NO. 4196
PUBLIC WORKS MAJOR IRRIGATION BRANCH

The main file is under submis
The comments have already bee
received and put up. The retur
file may be awaited.

9/5/60.

Yes

ANNEXURE.

Implementation of the recommendations of the River Valley projects Technical personnel Committee:

Sl. No.	Conclusions & Recommendations.	Comments of the Standing Committee of Chief Engineers.
5.	It is undesirable and wasteful for graduates to hold overseers' post except possibly in very rare cases and for a brief period at the commencement of their careers(44).	The principle is accepted.
19.	A professor in an Engineering College should draw the same salary as a Superintending Engineer; a Lecturer the same as an Executive Engineer; and the Assistant Lecturer the same as an Assistant Engineer and should draw a special pay of Rs.150/- p.m. in addition. The Principal should draw a special pay of Rs.250/- p.m. in addition.(75).	The Principal in an Engineering College should be of Superintending Engineer's cadre and draw a special pay of Rs.250/- p.m. in addition. The designation of Lecturers and Asst.Lecturers may be changed to 'Professor' and 'Assistant Professor', and the last cadre may that of a "LECTURER". They should draw a special pay of Rs.150/- , Rs.100/- and Rs.50/- p.m.(Lecturer respectively.
23.	Recruitment to Gazetted state services should be on the vasis of competative examinations.	A high proportion of Gazetted posts must be reserved for promotions of people in service, and direct recruitment should be by competative examination.
24.	The cadres for irrigation and roads and building should be separated and there must be specialisation and research within the cadres.	Accepted in principle.
25.	An all India service of Irrigation and Power Engineers should be ~~operated~~ created. This service should enjoy the same status, pay scales and vonditions of service as other All India services. This will ensure continuity of policy and will enable its members to exhibit greater independences of Technical opinion .	Agreed. This will go a long to improve efficiency.
28.	Officers should be encouraged to take post-graduate courses and to specialise in particular fields.	
29.	All engineers should be required to take refresher courses AT PERIODICAL INTERVALS, say every 5 or 7 years and these courses could be organised either in the	Accepted. A larger number officers and officials deputed to undergo Post courses and short term refreshers courses.

... the individual States or on an inter-state basis or even by the Central Government.

34. Separate cadres of irrigation Engineers and Power Engineers which - exist in most of the major States should be instituted in all the remaining States. There should be specialisation within the respective cadres also.

36. The basic features of Public Works Department Organisation viz., territorial charges should now be restricted purely to maintenance and operation of works and all planning and construction of major works should be organised on a functional or specialist basis. Functional basis for planning and construction can only be feasible with the creation of specialist cadres and sub-cadres. — Agreed.

37. Every State should have a Research Station of its own. — Agreed.

38. Specialist officers and Research Officers should be paid adequate allowances and the benefit of the "Next-below-rule" should be allowed in their case. — Agreed.

~~39.~~

~~40. Specialist officers and Research Officers should be paid adequate allowances and the benefit of the~~

40. The limits of authority and responsibility of every officer should be clearly defined and there should be no interference within those limits. — Agreed.

41. Until recently Chief Engineers also functioned as Secretaries to Govt. in most of the old provinces and States; but since 1949 the general policy of State ~~Govts.~~ Governments has been to separate the duties of the two posts and to appoint a mamber of the Civil or Administrative Service as Secretary. — Agreed.

42. The magnitude and the complexity of modern engineering projects is such that it is impossible for a more administrator even to grasp all the implications or understand their true significance and this fact has been recognised by the Prime Minister himself. — Agreed

43. The best arrangement would be to make the Chief Engineers, Secretaties to Govt. but where the technical works load is too heavy the Secretary may be another senior though not necessarily the senior- most engineer. — Agreed.

The correct relationship between the Secretariat and the Head of the Department viz., the Chief Engineer should be clearly understood and enforced as mentioned in the Gorwala Report.	Agreed.
The friction between engineers and administrators, specially officers of the Revenue Department, at District and Divisional levels, must be eliminated by a clear recognition by the administrators that co-ordination does not mean- subordinattion.	Agreed
The Engineer is required to fill a crucial role in the Five Year Plans of the Country, and his importance must be recognised by affording him the same pay-scales service conditions and either status as are enjoyed by the member of the I.A.S.	Agreed
The present administrative and technical powers exercised by Officers should be substantially enhanced. The posting of all staff should be the responsibility of the Departmental Head whose advice the Ministry should always accept in very special circumstances.	agreed.
Either the age of Superanuation should be raised as a general measure for all by a suitable margin or re-employment made absolutely exceptional	In view of the acute shortage of experienced technical personnel, the age of superanuation should raised to 58 years.
Every state Government should establish a proper statistical section for collecting and analysing statistical data relating to irrigation and power projects.	This is quite necessary and has be set up.
Government should boldly announce a new charter for Engineers under which they should be appointed to secretariat posts in Govt. administration, including that of Secretary to Government, managerial posts in Public Corporations, Chairmanship of Port Trusts, Improvements Trusts etc., in short all these posts which can with advantage be held by persons with a technical background. In other words, engineers should be free to aspire to fill the highest posts in the Country's service and not be restricted, as at present, to their own strictly professional fields for preferment in Office.	Recommended for consideration of Government.

Sd.(H.S.Narayana Setty),
Secretary, S.C. of Chief

(C O P Y)

H S Narayana Setty

SECRETARY, S.C. of C.Es. 2/4

1. G. S. App. F VI—G. 2]

SUBJECT Implementation of the recommendations of the River Valley Projects Technical Personnel Committee

Diary No. of letter replied to.....

Mysore Government Secretariat

( )

the 195 .

Date of Issue 2-7-1960.

Signed by.....

May this be—

(i) printed?
(ii) treated as a Standing Order?
(iii) published in the Gazette, English Part?
(iv) translated?
(v) placed at the disposal of the Press?
(vi) published in the Gazette, Kannada Part?

Sri H.S. Narayana Setty, B.E.
Secretary,
Finding Committee for
River Projects,
P.W.D. Offices,
Bangalore

Despatched in No. P.W.D.....
Dated..... 2/7/60.

Section

Serial No.

D.O File No. PWD 26 MGL 59

~~Proceedings of the Government of Mysore~~

~~Read—~~

Dear Sir,

Please refer to your No. 304/SECE dt 20th April 1960 on the above subject. As the Committee of Engineers ~~Order thereon. No.~~ desire to know the action taken by the State Govt. in respect of each of those recommendations, I am to request you to place the matter again before the Committee of Chief Engineers to

37

indicate the action
taken in respect of
each recommendation

Yours sincerely

30/6

Secretary PWD

CMR
28/6 30/6

GOVERNMENT OF MYSORE

57

No.PWD 26 MGL 59

Mysore Government Secretariat,
Vidhana Soudha,
Bangalore, dated

From

The Secretary to Government,
Public Works Dept, Bangalore.

To

The Secy Standing Committee &
~~Chief~~ Chief Engrs, PWD Officers

Sir,

Sub: Implementation of the recommen
of the River Valley Projects Technical Personal com

I am directed to invite a reference to the marginally noted communications/ and to request you kindly to furnish the report, therein referred to, urgently.

~~ref PWD No~~ No PWD 26MGL59
Dt 2-7-60

Despatched in the P.W.D.
Dated 13/6/61

Yours faithfully,

for Secretary to Government,
Public Works Department.

13/6.

13/6/61

~~55~~

2, 4

PWD 26 MGL 59

)-6-61

Jyeishta Saka Era 1883.

The
Public Works & Electricity Department.

The Secretary,
Standing Committee for Chief Engineers,
Public Works Department Office, BANGALORE

Sir,

Sub:- Implementation of the recommendations of the River Valley Projects Technical Personnel Committee.

-.-

I am directed to invite a reference to the marginally noted communication and to request you kindly to furnish the report, therein referred to, urgently.

Ref: D.O.No.PWD 26 MGL 59 dated 2.7.1960.

Yours faithfully,

(C.J. VENKATESA DAS)
Deputy Secretary to Government,
Public Works Department (Irrigation)

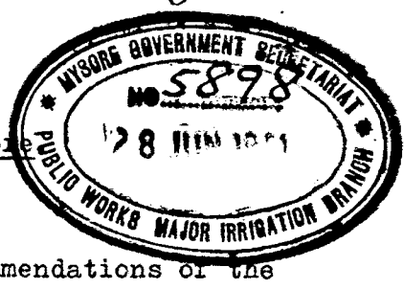
55

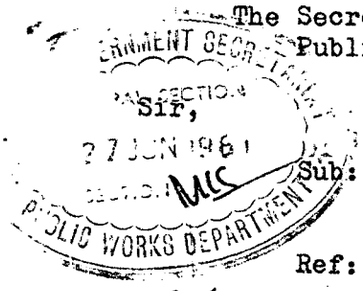
Office of the Chief Engineer (General)
of Mysore, Bangalore.

No. 772 /SCCE Dated: 26.6.61.

To

The Secretary to Government,
Public Works Department, Bangalore.





Sir,

Sub: Implementation of the recommendations of the River Valley projects - Technical personnel Committee.

Ref: Your letter No.PWD 26 MGL 59 dated 17.6.1961.

...

A reply to the letter mentioned in your letter under reference has already been furnished in this office letter No.552-56/SCCE dated 9.9.1960. Any how, the resolution of the Standing Committee of Chief Engineers in the 30th meeting held on 16.7.1960 is noted below for ready reference.

" The Committee invites the attention of Government to the recommendations made by the Committee already in regard to the various matters referred to in the report of the river valley projects Technical Personnel Committee, and requests Government to take necessary action to implement those recommendation, particularly the formation of an All-India Services of Engineers like India Administrative Service etc., and making Chief Engineers Secretaries to Government. Action taken by Government on Committee's recommendations may be intimated to Government of India and to this Committee".

Yours faithfully,

(M. B. Rajappa)
~~(A.P. Lakshmirajiah)~~
Secretary,
Standing Committee of Chief Engineers.

GRB/-

M. G. S. App. F. G. 3]

MYSORE GOVERNMENT

SECRETARIAT.

(*Continuation sheet draft form*).

No. PWD 29 RGL 59

dated July 61.

To,

The Secretary,
S.C for C.Es,
Office of the C.E (Genl),
Bangalore.

Sir,

Sub:— Implementation of the recommendations of the River Valley Projects Technical Personnel Committee.

With reference to your letter No. 772/SCCE dated 26.6.61. on the above subject, I am directed to request you kindly to send a copy of your letter No. 552-56/SCCE dated 9.9.60. as the same is not readily traceable in this office.

An early reply is requested.

Yours faithfully,

4/7/61.

by: Secy: to Govt.
P.W.D.

Appendix F. G.—1]

SUBJECT.....

.....

.....

Diary No. of letter replied to .....

Mysore Government Secretariat.

( )

the *195* .

Date of issue.....

Signed by.....

List of enclosures .....

Copied by.....

Examined by .....

Section

File No.

Serial No.

No. PWD SCO 6/ 148,

To

The Under Secy. to the
Govt of India
Ministry of Irrigation
& Power
New Delhi -

Sir

Sub:- Implementation of the
Recommendations of the
River Valley Projects Technical
Personnel Committee -

With reference to your
letter no. 25/12/56 - Admn I
dated 10.6.59 on the
subject I am directed
to enclose herewith the
statement containing the
conclusions and recommendations

of the River Valley projects Technical personnel committee and the views of ~~the State Govt~~ and action taken by the State Govt in respect of the several recommendations

Yours faithfully

N.N. Pandya
O/S (T&P)
PWD(S)

26/9 Nov

~~Copy to the C.E. (CSB) Silvassa~~

Copy to the Secy, Standing committee of Chief Engineers with reference to his letter No. 772 / SCCE dated

Implementation of the recommendations of the River Valley Projects Technical Personnel Committee.

Sl.No.	Conclusions ~~of the~~ and Recommendations.	Comments of the Standing Committee of Chief Engineers.	Remarks of P.W.Secretariat.	Decision of Govt.
1	2	3	4	5
5.	It is undesirable and wasteful for graduates to hold overseers' post except possibly in very rare cases and for a brief period at the commencement of their career(44)	The principle is accepted.	The State Govt agrees ~~May be accepted.~~	
18.	A Professor in an Engineering College should draw the same salary as a Superintending Engineer; a Lecturer the same as an Executive Engineer; and the Asst. Lecturer the same as an Asst.Engineer & should draw a special pay of Rs.150/- p.m. in addition. The Principal should draw a special pay of Rs.250/- p.m. in addition(75)	The Principal in an Engineering College should be of Superintending Engineer's Cadre and draw a special pay of Rs.250/- p.m.in addition. The designation of lecturers and Asst.Lecturers may be changed to 'Professor' and Asst.Professor' and the last cadre may be that of a 'Lecturer' They should draw a special pay of Rs. 150/- Rs.100/- and Rs.50/- p.m. (Lecturer)respectively.	Remarks of the E.D. may be called for and the Govt informed that this is under consideration. May be accepted. Designations may be changed.	
.	Recruitment of Gazetted state Services should be on the basis of competative examinations.	A high proportion of gazetted posts must be reserved for promotions of people in Service and direct recruitment should be by competative examination.	Direct Recruitment is only at the stage of Asstt Engg & the present quota is 40% [The P.W.D.Re-organisation Committee recommended that recruitment to Gazetted cadre should be in the ratio of 1:3(one by direct recruitment and 3 by promotion.)]	
4.	The two cadres for irrigation and roads and building should be separated and there must be specialisation and research within the cadres.	Accepted in principale.	[The P.W.D.Re-organisation committee appears to have not touched this issue] At present we have a separate cadre for H.E.C.P.	

25. An all India Service of Irrigation and Power Engineers should be created. This service should enjoy the same status, pay scales and conditions of service as other All India Services. This will ensure continuity of policy and will enable its members to exhibit greater independence of Technical opinion.

Agreed. This will go a long way to improve efficiency.

can consider this only after the G. of I formally initiates proposals in this respect.

[The P.W.D.Re-organisation Committee appears to have not touched this issue]

28. Officers should be encouraged to take post graduate courses and to specialise in particular fields.

Accepted. A large number of officers and officials are deputed to undergo post graduate courses and short term refresher courses.

The State Govt is already sending officers to post graduate & refresher courses. ~~May be accepted~~.

29. All Engineers should be required to take refresher courses at periodical intervals say every 5 or 7 years and these couses should be organised either in the individual states or an inter-state basis or even by the Central Government.

34. Separate cadres of Irrigation Engineers and Power Engineers which exist in most of the major states should be instituted in all the remaining States. There should be specialisation within the respective cadres also.

Separate cadres for irrigation and Highways are recommended.

We have a separate cadre for H. E. C. P.
-do-

36. The basic features of P.W.D.organisation viz. territorial charges should now be restricted purely to maintenance and operation of works and all planning anc construction of major works should be organised on a functional or specialist basis. Functional basis

basis for planning and construction can only be feasible with the creation of speacialist cadres and Sub-cades.	Agreed.	May be accepted. ✓
37. Every State should have a Research Station of its own.	Agreed.	We have a Mysore Engg. Research Stn. at K.R. Sagar.
38. Specialist officers and Research officers should be paid adequate allowances and the benefit of the 'next' below rule' should be allowed in their case.	Agreed.	This is being followed in accordance with the State Civil Service Rules
The limits of authority and resonsibility of every officer should be clearly defined and here should be no interference ithin those limits.	Agreed.	This is being followed.
Until recently chief Engineers also functioned as Secretaries to Govt. in most of the old provinces and States. but since 1949 the general policy of State Govts. has been to separate the duties of the posts and to appoint a member of the Civil and Administrative Service as Secretary.	Agreed	41-43 - In this State a member of the I.A.S. is appointed as Secy P.W. & E. Deptt. He is assisted by two Dy. Secys who are Ex Engrs & one O.S.D who is a S.E. In addition there a Dy. Secy drawn from the I.A.S. For Sharavathi Project there an Administrator who belonged to the former I.S.E. & who is also Addl. Secy P.W. & E. Deptt. He is assisted by a Dy. Secy who is drawn from the E.E.'s cadre. The State Govt. have found that
The magnitude and the complexity of modern engineering projects is such that it impossible for a mere administrator even to grasp all the implications or understand their true significance and this fact has been reorganised by the Prime Minister himself.	Agreed	

43. The best arrangement would be to make the Chief Engineers, Secretaries to Govt. but where the technical works load is too heavy the Secretary may be another senior though not necessarily the senior most engineer.

~~Agreed~~

- the present assangement is working quite smoothly. and there is no need for any change.

44. The correct relationship between the Secretariat and the Head of the Deptt. viz. the Chief Engineer should be clearly understood and enforced as mentioned in the Gorwala Report.

Agreed

~~not~~ May ~~be accepted~~.

The Recommendation is not quite clear.

45. The friction between enginers and administrators, specially officers of the Revenue Department, at District and Divisional levels, must be eliminated by a clear recognition by the administrators ~~x~~ that co-ordination does not mean subordination.

Agreed

~~May be agreed~~ to

The State Govt agrees in the view. This friction usually arises on account of individuals and not on account of the system.

~~May be accepted.~~

. The Engineer is required to fill a crucial role in the Five Year Plans of the country and his importance must be recognised by affording them the same pay scales service conditions and Statutes as are enjoyed by the Members of the I.A.S.

Agreed.

Having Regard to the Resources of the State, the payscales have been Revised from 1.1.61 ~~to a considerable extent the objective is fulfilled~~. Engineers cannot claim special status inasmuch as Doctors, and other Technicians are also equally vital, and service Powers have been delegated to all officers of P.W.D. consistently with the principles of financial propriety and the status of the officers. The postings upto A.E.'s level are done by the C.E. ~~of~~ of Exe. Engrs & above by Govt. ~~on the advice~~ The recommendations of the C.E. concerned are taken into account, but Govt's discretion has to remain unfettered.

. The present administrative and technical powers exercised by officers should be substantially enhanced. The posting of all staff should be the responsibility of the Departmental Head whose advice the Ministry should always accept, in very special circumstances.

Agreed

~~May be accepted~~.

59. Either the age of superannuation should be raised as a general measure for all by a suitable margin or re-employment made absolutely exceptional.

In view of the acute shortage of experienced technical personnel the age of superannuation should be raised to 58 years.

The Central Pay Commission has not accepted this & the State Govt agrees with the views of the Central Pay Commission. ~~May be accepted.~~

61. Every state Govt. should establish a proper statistial section for collecting and analysing statistical data relating to irrigation and power projects.

This is quite necessary and has to be set up.

There is already a ~~-do-~~ Directorate of statistics in the State. The question of having a Statistical Cell in the PWD. is under consideration.

65. Govt. should boldly announce a new charter for Engineers under which they should be appointed to secretariat posts in Govt. administration, including that of Secretary to Govt. managerial posts in Public corporations, Chairmanship of Port Trusts, Improvements Trust etc. in short all these posts which can with advantage be held by persons with a technical background. In other words engineers should be free to aspire to fill the highest posts in the Country's service and not be restricted as at present, to their own ~~xk~~ strictly professional fields for preferment in office.

Recommended for consideration of Government.

Exp Engrs are being appointed as Dy. Secys to Govt. in PWD. ~~May not be accepted.~~ There is no reason for Chief Engineers to feel dissatisfied about their role in administration today Chief Engineers in PWD enjoy far wider powers than any comparable dept'al head in any other dept of the Govt of Mysore. Technical officers ought to confine themselves to technical jobs and not dabble in administration matters

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The
Public Works & Electricity Department.

The Under Secretary to the Government of India,
Ministry of Irrigation and Power, NEW DELHI.

Sir,

Sub:- Implementation of the recommendations of the River Valley Projects Technical Personnel Committee.

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With reference to your letter No.25/12/56-Adm.I, dated the 10th June 1959 on the subject, I am directed to enclose herewith the statement containing the conclusions and recommendations of the River Valley Projects Technical Personnel Committee and the views and action taken by the State Government in respect of the several recommendations.

Yours faithfully,

Sd/-

(S.MURIGHENDRA SWAMY)
Under Secretary to Government,
Public Works Department (Services)

Copy to the Secretary, Standing Committee of the Chief Engineers
eference to his letter No.772/SccE., dated 26.6.1961.

(S.MURIGHENDRA SWAMY)
Under Secretary to Government,
Public Works Department (Services).

IMPLEMENTATION OF THE RECOMMENDATIONS OF THE DIVISIONAL PROJECTS TECHNICAL PERSONNEL COMMITTEE.

Sl. No.	Conclusions and Recommendations.	Comments of the State Government.
1.	2.	3.
5.	It is undesirable and wasteful g for graduates to hold Overseers' post except possibly in very rare cases and for f a brief period at the commencement of their career (44).	The State Government agrees.
19.	A Professor in an Engineering College should draw the same salary as a Superintending Engineer; a Lecturer the same as an Executive Engineer; and the Assistant Lecturer the same as an Asst. Engineer and should draw a special pay of Rs.150/- p.m., in addition. The Principal should draw a special pay of Rs.250/- p.m., in addition (75).	~~Reports of the estimates and plans may be called for and the Government of India informed that~~ this is under consideration.
23.	Recruitment of Gazetted state Services should be on the basis of competative examinations.	Direct recruitment is only at the stage of Asst. Engineers and the present quota is 40%.
24.	The two cadres for irrigation and roads and building should be separated and there must be specialisation and research within the cadres.	At present we have a separate cadre for Hydro-Electric Construction Projects.
25.	An all India Service of Irrigation and Power Engineers should be created. This service should enjoy the same status, pay scales and conditions as of service as other All India Services. This will ensure continuity of policy and will enable its members to exhibit greater independence of Technical opinion.	The State Government can consider this only after the Government of India formally initiate proposals in this respect.
28.	Officers should be encouraged to take post graduate courses and to specialise in particular fields.	The State Government are already sending officer to post graduate refresher courses.
29.	All Engineers should be required to take refresher courses at periodical intervals say every 5 or 7 years and these courses should be organised either in the individual states or an inter-state basis or even by the Central Government.	

34. Separate cadres of Irrigation Engineers and Power Engineers which exist in most of the major states should be instituted in all the remaining States. There should be specialisation within the respective cadres also.	We have a separate cadre ~~of~~ for Hydro-Electr Construction Projects.
36. The basic features of P.W.D. organisation viz., territorial charges should now be restricted purely to maintenance and operation of works and all planning and construction of major works should be organised on a functional or specialist basis. Functional basis for planning and construction can only be feasible with the creation of speacialist cadres and Sub-cadres.	May be accepted.
37. Every State should have a Research Station of its own.	We have a Mysore Engineering Research Statio at Krishnarajasagar.
38. Specialist officers and Research Officers should be paid adequate allowances and the benefit of the 'next' below rule' should be allowed in their case.	This is being followed in accordance with th State Civil Service Rule
40. The limits of authority and responsibility of every officer should be clearly defined and there should be no interference within those limits.	This is being followed.
41. Until recently Chief Engineers also functioned as Secretaries to Govenment in most of the old provinces and States, but since 1949 the general policy of State Government has been to separate the duties of the posts and to appoint a member of the Civil and Administrative Service as Secretary. 42. The magnitude and the complexity of modern Engineering Projects is such that it impossible for a more administrator even to grasp all the implications or understand their true significance and this fact has been reorganised by the Prime Minister himself. 43. The best arrangement would be to make the Chief Engineers, Secretaries to Govt., but where the technical works load is too heavy the Secretary may be another senior though not neccessarily the senior most engineer.	41 to 43:- In this State is appointed as Secretary, [illegible] city Department. He is assisted by two Deputy Secretaries who are Executive Engineers and one Officer on Special Duty, who is a Superintending Engineer. In Addition, there is a Deputy Secretar drawn from the I.A.S. For Sharavathi Project there an administrator who belonged to the former I.S.E., and who is also Additional Secretary, Publ Works and Electricity Department. He is assisted by a Deputy Secretary who is drawn from the Execut Engineer's cadre. The State Government have found that the present arrangement is working quite smoothly and there is no need for any change.

1.	2.	3.
44.	The correct relationship between the Secretariat and the Head of the Department viz., the Chief Engineer should be clearly understood and enforced as mentioned in the Gorwala Report.	The recommendation is not quite clear.
45.	The friction between engineers and administrators, specially officers of the Revenue Department, at District and Divisional levels, must be eliminated by a clear recognition by the administrators that co-ordination does not mean subordination.	The State Government agrees in the view. This friction usually arised on account of individuals and not on account of the system.
46.	The Engineer is required to fill a crucial role in the Five Year Plans of the country and his importance must be recognised by affording them the same pay scales service conditions and status as are enjoyed by the Member of the I.A.S.	Having regard to the resources of the State, the pay scales have been revised from 1.1.19
47.	The present administrative and technical powers exercised by officers should be substantially enhanced. The posting of all staff should be the responsibility of the Departmental Head whose advice the Ministry should always accept, except in very special circumstances.	Powers have been delegated to all officers o Public Works Department consistently with the principles of financial propriety and th status of the officers. The postings up to Assistant Engineers level are done by the Chief Engineer and of Execu ive Engineers and above by Government. The recommendations of the Chief Engineer concerned are taken in account, but Government's discretion has to remain unfettered.
59.	Either the age of superannuation should be raised as a general measure for all by a suitable margin or re-employment made absolutely exceptional.	The Central Pay Commission has not accepted this and the State Government agrees with vi the Central Pay Commission.

section for collecting and analysing statistical data relating to irrigation and power projects.

in the State. The question of having a Statistical Cell in the Public Works Department is under consideration.

65. Government should boldly announce a new charter for Engineers under which they should be appointed to secretariat posts in Ex Government Administration, including that of Secretery to Government managerial posts in Public Corporations, Chairmanship of Port Trusts, Improvements Trust etc., in short all these posts which can with advantage be held by persons with a technical background. In other words engineers should free to aspire to fill the highest posts in theCountry's service and not be restricted as at present, to their own strictly professional fields for preferment in office.

Executive Engineers are being appointed as Deputy Secretaries to Government in Public Works Department There is no reason for Chief Engineer's their role to feel diffident about their role in administration today. Chief Engineers in Public Works Department enjoy far wider powers than any comparable departmental head any other department of the Government of Mysore. Technical Officers ought to confine themselves to technical jobs and not dabble in administration matters.

IMPLEMENTATION OF THE RECOMMENDATIONS OF THE RIVER VALLEY PRO

Sl. No.	Conclusions and Recommendations.
1.	2.
5.	It is undesirable and wasteful g for graduates to hold Overseers' post except possibly in very rare cases and for f a brief period at the commencement of their career (44).
19.	A Professor in an Engineering College should draw the same salary as a Superintending Engineer; a Lecturer the same as an Executive Engineer; and the Assistant Lecturer the same as an Asst. Engineer and should draw a special pay of Rs.150/- p.m., in addition. The Principal should draw a special pay of Rs.250/- p.m., in addition (75).
23.	Recruitment of Gazetted state Services should be on the basis of competative examinations.
24.	The two cadres for irrigation and roads and building should be separated and there must be specialisation and research within the cadres.
25.	An all India Service of Irrigation and Power Engineers should be creasted. This service should enjoy the same status, pay scales and conditions of service as other All India Services. This will ensure continuity of policy and will enable its members to exhibit greater independence of Technical opinion.
28.	Officers should be encouraged to take post graduate courses and to specialise in particular fields.
29.	All Engineers should be required to take refresher courses at periodical intervals say every 5 or 7 years and these courses should be organised either in the individual states or an inter

34. Separate cadres of Irrigation Engineers and Power Engineers wh exist in most of the major states should be instituted in all the remaining States. There should be specialisation within th respective cadres also.

36. The basic features of P.W.D. organisation viz., territorial charges should now be restricted purely to maintenance and operation of works and all planning and construction of major works should be organised on a functional or specialist basis. Functional basis for planning and construction can only be feasible with the creation of speacialist cadres and Sub-cadre

37. Every State should have a Research Station of its own.

38. Specialist officers and Research Officers should be paid adequate allowances and the benefit of the 'next' below rule' should be allowed in their case.

40. The limits of authority and responsibility of every officer should be clearly defined and there should be no interference within those limits.

41. Until recently Chief Engineers also functioned as Secretaries to Govenment in most of the old provinces and States, but since 1949 the general policy of State Government has been to separate the duties of the posts and to appoint a member of the Civil and Administrative Service as Secretary.

42. The magnitude and the complexity of modern Engineering Projects is such that it impossible for a more administrator even to grasp all the implications or understand their true significance and this fact has been reorganised by the Prime Minister himself.

43. The best arrangement would be to make the Chief Engineers, Secretaries to Govt., but where the technical works load is too heavy the Secretary may be another senior though not necessarily the senior most engineer.

1.	2.	3.
44.	The correct relationship between the Secretariat and the Head of the Department viz., the Chief Engineer should be clearly understood and enforced as mentioned in the Gorwala Report.	The recommendation is not quite clear.
45.	The friction between enginers and administrators, specially officers of the Revenue Department, at District and Divisional levels, must be eliminated by a clear recognition by the administrators that co-ordination does not mean subordination.	The State Government agrees in the view. This friction usually arised on account of individuals and not on account of the system.
46.	The Engineer is required to fill a crucial role in the Five Year Plans of the country and his importance must be recognised by affording them the same pay scales service conditions and status as are enjoyed by the Member of the I.A.S.	Having regard to the resources of the State, the pay scales have been revised from 1.1.1961
47.	The present administrative and technical powers exercised by officers should be substantially enhanced. The posting of all staff should be the responsibility of the Departmental Head whose advice the Ministry should always accept, except in very special circumstances.	Powers have been delegated to all officers of Public Works Department consistently with the principles of financial propriety and the status of the officers. The postings up to Assistant Engineers level are done by the Chief Engineer and of Executive Engineers and above by Government. The recommendations of the Chief Engineer concerned are taken into account, but Government's discretion has to remain unfettered.
59.	Either the age of superannuation should be raised as a general measure for all by a suitable margin or re-employment made absolutely exceptional.	The Central Pay Commission has not accepted this and the State Government agrees with view the Central Pay Commission.

section for collecting and analysing statistical data relating to irrigation and power projects.

in the State. The question of having a Statistical Cell in the Public Works Department is under consideration.

Government should boldly announce a new charter for Engineers under which they should be appointed to secretariat posts in ~~the~~ Government ~~Administration, including that of Secretary to~~ Government managerial posts in Public Corporations, Chairmanship of Port Trusts, Improvements Trust etc., in short all these posts which can with advantage be ~~held~~ by persons with a technical background. In other words engineers should free to aspire to fill the highest posts in the Country's service and not be restricted as at present, to their own strictly professional fields for preferment in office.

Executive Engineers are being appointed as Deputy Secretaries to Government in Public Works Department. There is no reason for Chief Engineer's ~~their~~ role to feel diffident about their role in administration today. Chief Engineers in Public Works Department enjoy far wider powers than any comparable departmental head ~~may~~ other department of the Government of Mysore. Technical Officers ought to confine themselves to technical jobs and not dabble in administration matters.

Implementation of the recommendations of the River Valley Projects Technical personnel committee

Conclusions & Recommendations.	comments of the standing committee of Chief Engineers	Remarks of PWD secretariat
It is undesirable and wasteful for graduates to hold overseers' post except possibly in very rare cases and for a brief period at the commencement of their Careers. (44)	The principle is accepted	May be acce
A professor in an Engineering College should draw the same salary as a Superintending Engineer; a Lecturer the same as an Executive Engineer; and the Assistant Lecturer the same as an Assistant Engineer and should draw a special pay of Rs 150/- p.m in addition. The principal should draw a special pay of Rs 250/- p.m in addition (75)	The principal in an Engineering college should be of superintending Engineer's cadre and draw a special pay of Rs 250/- p.m in addition. The designation of Lecturers and Assistant Lecturers may be changed to 'Professor' and 'Assistant Professor' and the last cadre may be that of a "Lecturer" they should draw a special pay of Rs 150/-, and Rs 100/- and Rs 50/- p.m. (Lecturer) respectively	May be acco Designations may be chan

23	Recruitment to Gazetted state services should be on the basis of competative examination	50% of the Gazetted posts to be reserved for promotion of people in service. Recruitment should be by competative examination	The PWD Reorganisation Committee recommended that recruitment to Gazetted Cadre should be in the ratio of 1:3 (one by direct recruitment and three by promotion)
24	The two cadres for irrigation and roads and building should be separated and there must be specialisation and research within the Cadres	Accepted in principle.	The PWD Reorganisation Committee appears to have not touched this issue.
25	For All India service of Irrigation and Power Engineers should be created. This service should enjoy the same status, pay scales and conditions of service as other All India Services. This will ensure continuity of policy and will enable its members to exhibit greater independence of technical opinion.	This will go a long way to improve efficiency	— do —

Officers should be encouraged to take post Graduate Courses and to specialise in particular fields

All Engineers should be required to take refresher Courses at periodical intervals say every 5 or 7 years and these Courses should be organised either in the individual states or on an inter-State basis or even by the Central Govt

Accepted. A large number of officers and officials are deputed to undergo post-graduate courses and short term refresher courses.

Separate cadres of Irrigation and Engineers and power Engineers which exist in most of the major States should be instituted in all the remaining states. There should be specialisation within the respective cadres also.

Separate cadres for irrigation and highways are recommended.

The basic features of PWD Organisation viz, territorial charges should now be restricted purely to maintenance and operation works and all planning and construction ~~works~~ of major works should be organised on a functional or specialist basis. Functional basis for planning and construction can only be feasible with the creation of specialist cadres. And sub-cadres. Agreed.

Every State should have a research station of its own Agreed.

Specialist officers and Research officers should be paid adequate allowances and the benefit of the 'next-below rule' should be allowed in their case. Agreed.

The limits of authority and responsibility of every officer should be clearly defined and there should be no interference within those limits — Agree

Until recently chief Engineers also functioned as Secretaries to Govt in most of the old provinces and states; but since 1949 the general policy of state Govts has been to separate the duties of the two posts and to appoint a member of the civil and Administrative Service as Secretary — Agreed

The magnitude and the complexity of modern engineering projects is such that it is impossible for a more administrator even to grasp all the implications or understand their true significance and this fact has been recognised by the Prime Minister himself — Agreed

The best arrangement would be to make the Chief Engineers, Secretaries to Govt. but where the technical works load is too heavy the Secretary may be another senior though not necessarily the senior-most engineer	Agreed.	May not be accepted.
The correct relationship between The Secretariat and the Head of the Dept viz, the Chief Engineer should be clearly understood and enforced as mentioned in the Gorwala Report	Agreed.	May be agreed
The friction between ~~the~~ engineers and administrators, specially officers of the Revenue Dept, at District and Divisional levels, must be eliminated by a clear recognition by the administrators that Coordination does not mean subordination	Agreed.	May be accep
The Engineer is required to fill a crucial role in the Five year plans of the County and his importance must be recognised by affording them the same pay scales service conditions and status as are enjoyed by the members of I.A.S.	Agreed.	May not be accepted

The present administrative and
technical powers exercised by offic
should be substantially enhanced
The posting of all staff should be th
responsibility of the Departmental
Head whose advice the Ministry s
always accept in very special circum

Either the age of superannuation sh
be raised as a general measure
all by a suitable margin or
re-employment made absolutely
exceptional

Every State Govt should establish
a proper statistical section for col
and analysing statistical data
relating to irrigation and power proj

Govt should boldly announce a new charter for Engineers under which they should be appointed to secretaries posts in Govt administration, including that of secretary to Govt, managerial posts in public corporations, chairmans of port Trusts, Improvements Trusts etc in short all those posts which can with advantage be held by persons with technical backgrounds. In other words engineers should be free to aspire to fill the highest posts in the country service and not be restricted as at present, to their own strictly professional fields for betterment in Office.

Implementation of the recommendations of the River Valley Projects Technical Personnel Committee.

Sl.No.	Conclusions of the Recommendations.	Comments of the Standing Committee of Chief Engineers.	Remarks of P.W.Secretariat.	Decision of Govt.
1	2	3	4	5
5.	It is undesirable and wasteful graduates to hold overseers' post except possibles in very rare cases and for a brief period at the commencement of their career(44)	The principle is accepted.	May be accepted.	
19.	A Professor in an Engineering College should draw the same salary as a Superintending Engineer; a Lecturer the same as an Executive Engineer; and the Asst. Lecturer the same as an Asst.Engineer & should draw a special pay of Rs.150/- p.m. in addition. The Principal should draw a special pay of Rs.250/- p.m. in addition(75)	The Principal in an Engineering College should be of Superintending Engineer's Cadre and draw a special pay of Rs.250/- p.m.in addition. The designation of lecturers and Asst.Lecturers may be changed to 'Professor' and Asst.Professor' and the last cadre may be that of a 'Lecturer' They should draw a special pay of Rs. 150/- Rs.100/- and Rs.50/- p.m. (Lecturer)respectively.	May be accepted. Designations may be changed.	
23.	Recruitment of Gazetted state Services should be on the basis of competative examinations.	A high proportion of gazetted posts must be reserved for promotions of people in Service and direct recruitment should be by competative examination.	The P.W.D.Re-organisation Committee recommended that recruitment to Gazetted cadre should be in the ratio of 1:3(one by direct recruitment and 3 by promotion.)	
24.	The two cadres for irrigation and roads and building should be separated and there must be specialisation and research within the cadres.	Accepted in principale.	The P.W.D.Re-organisation committee appears to have not touched this issue.	

.....2.

25. An all India Service of Irrigation and Power Engineers should be created. This service should enjoy the same status, pay scales and conditions of service as other All India Services. This will ensure continuity of policy and will enable its members to exhibit greater independence of Technical opinion.	Agreed. This will go a long way to improve efficiency.	The P.W.D.Re-organisation Committee appears to have not touched this issue.
28. Officers should be encouraged to take post graduate courses and to specialise in particular fields.	Accepted. A large number of officers and officials are deputed to undergo post graduate courses and short term refresher courses.	
29. All Engineers should be requires to take refresher courses at periodical intervals say every 5 or 7 years and these couses should be organised either in the individual states or an inter-state basis or even by the Central Government.		May be accepted.
34. Separate cadres of Irrigation Engineers and Power Engineers which exist in most of the major states should be instituted in all the remaining State. There should be specialisation within the respective cadres also.	Separate cadres for irrigation and Highways are recommended.	
36. The basic features of P.W.D.organisation viz. territorial charges should now be restricted purely to maintenance and operation of works and all planning anc construction of major works should be organise on a functional or specialist basis.Functional basis		

basis for planning and construction can only be feasible with the creation of speacialist cadres and Sub-cadres.	Agreed.	May be accepted.
37. Every State should have a Research Station of its own.	Agreed.	-do-
38. Specialist officers and Research officers should be paid adequate allowances and the benefit of the 'next' below s rule' should be allowed in their case.	Agreed.	-do-
40. The limits of authority and responsibility of every officer should be clearly defined and there should be no interference within those limits.	Agreed.	-do-
41. Until recently chief Engineers also functioned as Secretaries to Govt.in most of the old provinces and States. but since 1949 the general policy of State Govts. has been to separate the duties of the posts and to appoint a member of the Civil and Administrative Service as Secretary.	Agreed	-do-
42.The magnitude and the complexity of modern engineering projects is such that it impossible for a more administrator even to grasp all the implications or understand their true significance and this fact has been reorganised by the Prime Minister himself.	Agreed	-do-

43. The best arrangement would be to make the Chief Engineers, Secretaries to Govt. but where the technical works load is too heavy the Secretary may be another senior though not necessarily the senior most engineer.	Agreed	not May/be accepted.
44. The correct relationship between the Secretariat and the Head of the Deptt. viz. the Chief Engineer should be clearly understood and enforced as mentioned in the Gorwala Report.	Agreed	May be agreed to
45. The friction between enginers and administrators, specially officers of the Revenue Department, at District and Divisional levels, must be eliminated by a clear recognition by the administrators that co-ordination does not subordination.	Agreed	May be agcepted. -do-
46. The Engineer is required to fill a crucial role in the Five Year Plans of the country and his importance must be recognised by affording them the same pay scales service conditions and Stattes as are enjoyed by the Member of I.A.S.	Agreed.	Nay not be accepted.
47. The present administrative and technical powers exercised by officers should be substantially enhanced. The posting of all staff should be the responsibility of the Departmental Head whose advice the Ministry should always accept in very special circumstances.	Agreed	May be accepted.

59. Either the age of superannuation should be raised as a general measure for all by a suitable margin or re-employment made absolutely exceptional.	In view of the acute shortage of experienced technical personnel the age of superannuation should be raised to 58 years.	May be accepted.
61. Every state Govt. should establish a proper statistial section for collecting and analysing statistical data relating to irrigation and power projects.	This is quite necessary and has to be set up.	-do-
65. Govt. should boldly announce a new charter for Engineers under which they should be appointed to secretariat posts in Govt. administration, including that of Secretary to Govt. managerial posts in Pubic corporations, Chairmanship of Port Trusts, Improvements Trust etc. in short all these posts which can with advantage be held by persons with a technical background. In other words engineers should be free to aspire to fill the highest posts in the Country's service and not be restricted as at present, to their own strictly professional fields for preferment in office.	Recommended for consideration of Government.	May not be accepted.

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